

<b>Title</b>	Revised Parent's Leave Policy			
<b>Meeting</b>	Board of Directors			
<b>Date</b>	29 March 2016			
<b>Executive Summary</b>				
<p>Attached is the revised Parent's Leave Policy which has been agreed by the Trust's Policy Sub Group for Employment Policies and also the full Joint Consultative Committee.</p> <p>The Policy's content is largely the same as the existing Policy which collates all of the legislation, regulatory requirements and processes associated with maternity, adoption and paternity leave. The most significant change is the introduction of a section on shared parental leave, necessary due to employment legislation introducing this benefit in 2015.</p> <p><i>The Policy was reviewed at the Executive Board meeting held on 22 February 2016 and recommended to the Board of Directors for approval.</i></p>				
<b>Recommendation</b>				
Members are recommended to approve this revised Policy for implementation.				
<b>Report Author</b>				
<b>Executive Director/ Sponsor</b>	Mr I H Frame			
<b>Purpose of paper</b>	<b>Information</b>	x	<b>Discussion</b>	x
	<b>Decision</b>	x	<b>Assurance</b>	x
	<b>Specific action</b>			
<b>Recommended following approval at:</b>				
<b>Implications</b>	<b>Staffing</b>	x		
	<b>Finance</b>	x		
	<b>Legal</b>	x		
	<b>Public engagement</b>			
	<b>Partnership</b>			
	<b>Communication</b>			
	<b>Equality &amp; Diversity</b>	x		
	<b>Clinical</b>	x		
	<b>Patient Safety</b>			
<b>Risk assessment and mitigation (include risk register reference if appropriate)</b>				
<b>Link to STFT Business Plan</b>				
<b>Link to CQC outcome</b>	12, 13, 14			
<b>Link to Board Assurance Framework</b>	8.1, 8.2, 8.4			
<b>Link to Strategic Risk Register</b>				